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Stakhanovite Methods  
In Machine-Building Plants

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**RESTRICTED**STAKHANOVITE METHODS IN MACHINE-BUILDING PLANTS

The Commission for the Study and Dissemination of Stakhanovite Work Methods, organized under the Ministry of Heavy Machine Building, has studied the work of a large number of Stakhanovites, compiled their best methods, and distributed descriptions of such methods among individual plants. In addition, there are permanently operating committees in most of the plants of the Ministry of Heavy Machine Building.

The organization of work pertaining to the study and introduction of Stakhanovite methods can be clearly seen in the breakdown given by the Uralmash Plant, as shown below.

Experience has taught that observations should begin with a general study of work processes, to determine the special features of work methods distinguishing one Stakhanovite from another; on the basis of these studies, the entire process is broken down by elements, and only after that, can time studies be made. The first phase of observations is particularly important and should be carried out by experienced, qualified technical engineers with the participation of the workers themselves. The following stage consists of compiling the results of observations and suggesting suitable methods. Different plants have their own ways of solving these problems, publicizing their material in the form of bulletins, technological charts, or illustrated posters.

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## Organization Procedure of Introducing and Studying Stakhanovite Methods at the Uralmash Plant

### Wages and Labor Division

Organizes the study, compilation, and introduction into production of Stakhanovite methods; issues directives on work methods; organizes the preparation of instruction materials, pamphlets and leaflets regarding efficient work methods of Stakhanovites; and provides instruction for the exchange of work experiences among shop workers.

### Shop Committee

The shop committee selects the most labor-consuming operations, or those tending to restrict production, and prepares a plan for studying Stakhanovite work methods. Such plans are examined by the committee and forwarded to the technological division for approval.

### Technological Bureau of a Shop

Shop technologists and norm setters, together with shop foremen, study the work experiences of Stakhanovites and make time-study observations; they prepare descriptions of work methods, cutting conditions, and applicable tools and devices; and they prepare charts showing the distribution of working time and the organization of the workplace.

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Stakhanovites or Brigade

In studying individual work methods, Stakhanovites help the technologist or shop foreman to discover the basic principles underlying a particular method and demonstrate the most efficient ways of handling their work.

Technological Bureau  
of a Shop

On the basis of time-study observations, shop technologists and norm setters compare the work methods of individual Stakhanovites and select the most productive ones. Such methods serve as the basis for the preparation of technological and instruction charts, the planning of an efficient technological process, and the development of a plan for organizational and technical measures to ensure the introduction of Stakhanovite techniques.

Shop Committee

Discusses the plan for organizational and technical measures and the Stakhanovite technological process and passes the plans on to the technological division for approval.

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Individual Groups

According to

Types of Work

Branch Technological  
Division

The technological division approves drafts of the organizational and technical plan and of the technological process. Special groups of technologists extend the work experiences of Stakhanovites in one shop to similar types of work in other shops.

Shop Committee:

In accordance with the approved technological process, the committee chairman (shop chief) issues an order for the introduction of the Stakhanovite technological process into production. This order indicates who is to be trained, who will undertake the training, and the length of the training period. Attached to the order is the organizational and technical plan for introducing advanced Stakhanovite methods, with an indication of completion dates and participators.

Plant Division of  
Technical Information

Organizes the printing and dissemination of pamphlets and leaflets describing the foremost experiences of Stakhanovites.

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Technological Bureau of  
a shop, Instructors, and  
Foremen

Technologists, foremen, and instructors appointed by the shop chief for the purpose of introducing efficient Stakhanovite techniques study these with the help of charts, pamphlets, and posters.

Technical Training  
Division and Shop

The technical training division, through the medium of shop organizations, arranges training in Stakhanovite schools and provides individual training in efficient methods for all workers of a given occupation.

Workers or Brigade

With the help of instruction charts and visual aids, workers in Stakhanovite schools study the foremost methods of raising labor productivity.

A Permanently Operating  
All-Plant Committee for  
the Study, Compilation,  
And Introduction of  
Stakhanovite Methods

Supervises the activities in various shops and divisions pertaining to the study, compilation, and dissemination of Stakhanovite methods; examines planned measures of a plant-wide nature, and organizes their introduction into production.

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